

Rondy L. Wayne



Director, Human Resources Policy and Programs Department Office of Civilian Human Resources

Mr. Wayne is currently the Director, Human Resources (HR) Policy and Programs, Office of Civilian Human Resources (OCHR). In this capacity, he provides leadership to OCHR in the development, implementation and assessment of civilian human resources policies on behalf of the Deputy Assistant Secretary of the Navy, Civilian HR. He leads a staff of civilian and contractor personnel in developing HR policies and programs that support the Department of the Navy (DON) mission at the Department, Command and Activity levels, affecting a workforce of 200,000 civilian employees. He manages a large portfolio of DON HR programs including Labor and Employee Relations, Recruitment, Classification, Civilian Workforce Development, Compensation and Performance Management.

Mr. Wayne was appointed to the Senior Executive Service in November 2011 with 23 years of Federal Service. Prior to his appointment, he was director of the Human Resource Service Center-East, Portsmouth, Virginia – an Echelon III Naval Activity – having served there since August 2005.

While heading up the East Service Center, he led a team of 300 professionals responsible for delivering centralized HR services to 38,000 civilians, and managed the Navy's consolidated Civilian Benefits Center responsible for providing retirement and benefits support for 200,000. He was one of the catalysts in the Navy's multi-year effort to reform hiring processes. Under his direction, HRSC East was the first center to fully deploy USA Staffing for both external recruitment and merit staffing.

Mr. Wayne has extensive experience working in the overseas environment. From June 2003 to August 2005, he served as Director, Human Resources Service Center-Europe, where he managed the delivery of centralized HR services to activities throughout Europe and the Middle East. In this position, he also served as the Director, Civilian Personnel Programs and Command Deputy EEO for the Commander, U.S. Naval Forces Europe. He led the Commander's Human Capital Team, where he planned and implemented the realignment of assets across Europe and the Middle East in support of European Transformation and the Global War on Terror. In addition, he served as Chairman of European Command's Joint Civilian Personnel Committee, the tri-service group responsible for developing, implementing, and assessing foreign national employment programs and policies.

Additionally, Mr. Wayne has held various positions in the DON, including Director, Human Resources Office, U.S. Naval Activities, Spain, Senior HR Advisor, OCHR, Washington, D.C., and Director, Human Resources Office, United Kingdom.

Mr. Waye holds a master's of public administration and bachelor's of business administration from Valdosta State University, Valdosta, Georgia. His awards include two Department of the Navy HR Excellence Awards (1995 and 2009), two Meritorious Civilian Service Awards (2007 and 2011) and the Nathaniel Stinson EEO Achievement Award (2005).